

Features of the correlations of professional identity and professional deformation of employees of the internal affairs agencies of Russian Federation

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Abstract — Currently, the concepts of «professional identity» and «professional deformation» are not studied and operational enough in the system of internal affairs agencies, there is no meaningful comparison of these phenomena at the theoretical and empirical level. Research of their correlation will help to solve problems of higher reliability of employees and higher efficiency of their professional activity in a complex. The purpose of the research is to reveal the correlation of professional identity and professional deformations of employees of the internal affairs agencies (case study of employees of the internal affairs agencies of the Arkhangelsk region) in order to develop a typology reflecting a combination of identity and deformation. Research methods are testing, questioning. In result the correlation between professional identity and professional deformation has been revealed. that higher “professional identity”, the displays of “authoritativeness” and “conservatism” are higher, and decreasing of “trade identity” and “self-identity” increases risk of development of such deformations as “learned helplessness”, “professional aggression” and “anxiety”, and the higher the professional group identity, “super control” increases,

Keywords— *professional deformation, professional identity, police officers, internal affairs agencies*

I. INTRODUCTION

While reforming of system of the Ministry of Internal Affairs of Russia more and more attention is given to its qualitative perfection. That’s why that system claims the researches called to designate ways of maintenance of psychological stability of staff, professional-moral reliability of employees, ways of their social and professional adaptation, identification with conducting activity, and also on revealing and overcoming of the negative phenomena.

Necessity of research of professional identity and professional deformation of employees of law-enforcement bodies is caused by the public importance and specificity of their professional work: the high social importance of professional work, possession of powers with the right of application of measures of compulsion (including use of fire-arms) and legal measures of influence, extreme and stressful character of professional work, rating to group of dangerous trades and the trades of the intense emotional work which are demanding much of a condition of professional health (somatic, mental and psychological) and personal qualities (morally - psychological) of the employees.

II. THE PROFESSIONAL IDENTITY AND THE PROFESSIONAL DEFORMATIONS

The analysis of scientific works and modern publications has shown different points of view concerning these phenomena.

It’s necessary to differentiate the concept “professional identity” with such psychological category as “professional “Self-concept””. In opinion of E.P.Ermolaeva, the concept of professional identity is wider than “the professional Self-concept” as the last does not include aspect of social conformity (social “Self”). E.P.Ermolaeva defines “professional identity” as the system subject-social activity characteristic, supposing harmonious identification with activity (instrumental identity), society (external identity) and self (internal identity) [1]. According to L.B.Shnejder, the essence of that phenomenon consists of the mechanism of “comprehension by the person of the belonging to the certain trade and the certain professional community”. [2]. Such identity is determined by professional dialogue and professional experience and closely connected to experience by the person of the professional efficiency [3.] E.F.Zeer defines professional identity as the professional “Self- image” containing professional stereotypes and uniqueness of the own “Self”, comprehension of the identity with the professional “Self-image”. Thus, professional identity is a psychological category which central component is the mechanism of comprehension; describing objective and subjective unity with professional group, professional work and self-identity that causes continuity of professional characteristics: norms, roles, values, belief, motives, and purposes. Its development is irregular and passes through identity crises [4].

The majority of researchers mark that any professional work, even already at a stage of development, influences on the person in the whole. According to S.P.Beznosov the essence of professional deformation is an inadequate transfer of work standards in the space of “life of the person”: sphere of nonprofessional dialogue, way of life [5] E.F.Zeer determines the professional deformation as “gradually accumulated changes of the usual activity structure and personality, negatively affecting on work efficiency and on the interaction with other participants of this process, and also on the personal development” [4, P. 230]. Taking into account the external (itself specificities of activity of police officers) and the internal factors (self-determinacy) that influence on the person of police officer, his activity efficiency and activity quality, we can recover activity part and personal part in the structure of the phenomenon of professional deformation.

The degree of deformation depends on the experience of work, gender, contents of professional work and individual-psychological features of the person.

Working in the system "person - person" the police officers are exposed to professional deformations which are connected with high stereotype perception, reactions, attitudes, personal and communicative difficulties. On the basis of this E.V.Skvortsova recovers the basic attributes of professional deformation of the police officer: distortions of relations to other person as a subject of professional work, distortion of attitudes to the law and self-distortions as the subject of professional work. E.F.Zeer marks, that the workers of law enforcement bodies and the workers of social sphere as a whole have the following deformations: authoritativeness, aggression, conservatism, behavioural transfer, emotional indifference. Thus, considering professional deformations from the point of view of public and professional danger, we understand professional deformations as negative changes in structure of the person, professional work, behaviour and the dialogue, connected to professionally important qualities, values, dialogue and behaviour strategy, arising under influence of a professional role and appeared in professional activity.

In spite of the fact that in publications professional identity and professional deformations are quite often mentioned together the study of interrelation of these two phenomena was not carried out. In this connection, the purpose of our research is to study interrelation of professional identity and professional deformations of police officers with the purpose of the development of the typology reflecting combinations of expressiveness of parameters of identity and deformation. We suppose that there is an interrelation of professional identity and professional deformation which are found out in subjective descriptions of personal and professional characteristics, at the level of professional behaviour and activity of the police officers. At a high level of professional identity the display of professional deformations decreases.

III. METHOD

Sample

A total of 59 officers of the internal affairs agencies of the Arkhangelsk region (all males) participated in the study. The participant sample had an average age of 36, 8 years (ranging from 20 to 49 years) and an average of 12, 3 years of work experience (ranging from 1 to 24 years).

Procedure

We studied personal qualities with use of "the Personal Leader questionnaire (LOR)", constructed on the basis of two methods: CPI-434 and "Locus of control" (by E.G.Ksenofontova). The author's questionnaire was developed to study professional deformations and professional identity (co-authorship with J.A.Korneeva, A.J.Barmina). The questionnaire includes scale questions and open questions which allow revealing cognitive, emotional and behavioural components of professional deformation. The approbation of this questionnaire was carried out in our research.

To measure the professional identity we include the following parameters in the questionnaire: "trade identity" as an image of trade representatives through descriptive characteristics: courage, discipline, self-dependence, resoluteness, sense of duty, organizing abilities and others (14 characteristics), "professional group identity"- membership of a group, similarity to it on the following parameters: a mode of kinetic activity, uniform and distinctions, the experience of service, performance of requirements of charters, execution(performance) of official duties in various time etc., and "self-identity" as an "Self-image" as professional by means of descriptive characteristics: courage, discipline, independence, resoluteness, sense of duty, organizing abilities and others (14 characteristics) etc. These parameters are included into the questionnaire from the methodic "Questionnaire of professional consciousness" of O.B.Belyaev [6].

We recovered the following deformations (markers) peculiar to police officers: authoritativeness, behavioural transfer, the super control, conservatism, irresponsibility or learned helplessness, anxiety which have been represented as scales in the author's questionnaire and were compared to some scales of "the Personal Leader questionnaire (LOR)" (table 1).

Table 1 - Comparison of professional deformation and scales of "the Personal Leader questionnaire (LOR)".

professional deformation	The description	Scales of "LOR "
Authoritativeness	Often use in business and interpersonal dialogue, orders, instructions, the requirements supposing unconditional submission, excess of imperious functions, display of arrogance and features of despotism, disposition to various punishments (disciplinary etc.), intolerance to criticism, reduction of a reflection, reassessment of own opportunities, a schematization of motives of subordinates	"Domination (Do)" (high level), "Ability to the status (Cs)" (high level), "Social presence (Sp)" (high level), "Empathy (Em)" (a low level) and "Tolerance (To)" (a low level).
Professional aggression	disposition to punitive influences, unpredictable estimated reactions, mobbing: ironical statements, sneers and labeling: "numskull", "idler", "boor" etc., damage of personal things, negative responses and remarks on professional work of colleagues and the managements expressing anger, neglect and contempt, negative responses and remarks on a place of work, conditions and a payment etc., absence of aspiration to take into account feelings, rights and interests of subordinates	"Social desirability (CЖ)" (low level).
Behavioural transfer	Slangy expressions and obscene lexicon in speeches of the employee, including a criminal slang, the reference to colleagues by nicknames, nicknames, presence of disciplinary infringements, corruption attitudes(relations)	It is not measured by a technique
Super-control	the hypertrophied need to supervise which is shown in excessive restraint of the feelings,	"The Control (Sc)" (high level)

	suppression of spontaneity in own activity and activity of others, orientation to instructions, suspicious discretion, the scrupulous control of professional work lays.	
Conservatism	Disposition to the settled professional technologies, absence of flexibility at the decision of professional problems, disposition to simplification of professional problems(tasks) and situations (professional dogmatism), the exaggerated orientation to the experience, propensity to cogitative and speech stamps, the alert attitude(relation) to representatives of other nationalities.	“The Responsibility (Re)” (high level), “Achievement through submission (Ac) » (high level) and « Achievement through independence (Ai)” (a low level)
Learned helplessness	Experience of loss of the control above own actions, passivity, decrease(reduction) of a self-estimation, belief in the inability to allow(resolve) a situation, a high level of motivation to избеганию failures, безынициативное performance of professional duties, a conventional attitude to duties, a leaving(care) from the responsibility, грусть, apathy, depression.	“Self-acceptance (Sa)” - (a low level), “Independence (In)” (a low level), “the Responsibility (Re)” (a low level) and “the Scale general(common) интернальности (Io)” (a low level)
Anxiety	Constant anxiety, difficulty to concentrate the attention to a professional problem, a muscular pressure (for example, in the field of the person, necks), irritability, infringement of dream, the scrupulous control of activity	“Uneasiness (Tp)” (high level), “Self-acceptance (Sa) (a low level), “Feeling of well-being (Wb)” (a low level), “Intellectual efficiency (Ie)” (a low level)

The Pearson correlation analysis was carried out to study interrelation between professional identity and professional deformations. Mathematical data processing was done by package IBM SPSS Statistics 22.00 (the license agreement № Z125-3301-14 NARFU named after M.V.Lomonosov).

IV. RESULTS

The study of professional identity of police officers has revealed prevalence of a high level of “trade identity” (at 59 % of employees) and “self-identity” (at 52 % of employees). The other part of employees has average values on these parameters; thus the

employees with the experience from 11 till 15 years have higher level on these parameters, and the employees with the experience of service from 19 till 24 years have average values. The parameters of “professional group identity are lower: 66 % of the employees have an average level, 24 % - low level and only 10 % has a high level. The analysis of parameters of “professional group identity” with depending on the age of the employees and their experience of service has not revealed interrelation that is the employees of the same age and experience of service can have different levels (low, average, high) of identity. As a whole, the received data testify about sufficient development professional identity of police officers.

The analysis of the professional deformation of police officers revealed the tendency to development of “super control” (11,86 % of employees - high parameters, 20,34 % - above average level, 52,54 % - average level), that is caused, first of all, by specificity of professional work. Such professional deformation as “conservatism” (59,32 % - an average level) and “authoritativeness” (38,98 % - an average level) are most expressed (but within the limits of norm).

45,76 % of employees have low parameters on the scale “professional aggression”, 40, 68 % of employees have lower than average level. 75, 58 % of employees has low level, at the others have an average level on the scale “behavioral transfer”. Such attributes of professional deformation, as “learned helplessness” (77, 97 % - the low level, 15, 25 % - lower than average level) and “anxiety” (66, 1 % of employees - low level, 27, 12 % - lower than average level) are least expressed.

The analysis of correlations between scales of “professional identity” and the parameters of professional deformations has shown (table 2), that parameters “trade identity” and “self-identity” negatively correlate with such deformation as “learned helplessness” (p=0,001). In other words, decreasing of “trade identity” and “self-identity” increases risk of development of “learned helplessness”.

Table 2. Coefficients of correlation of characteristics of professional identity and professional deformation.

Scales of the questionnaire	trade identity	professional group identity	self-identity
authoritativeness	-, 091	, 169	, 144
professional aggression	-, 262*	, 062	-, 077
super control	, 081	, 326*	, 200
behavioural transfer	-, 339 **	, 038	-, 209
Conservatism	-, 229	, 086	-, 196
learned helplessness	-, 452 **	-, 228	-, 548 **
anxiety	-, 264*	, 070	-, 212

** p < 0.001, * p < 0.05

The parameter “professional group identity” positively correlates with the scale “super control” (p=0,012), that testifies that with strengthening of “professional group identity the probability of development of “super control” grows. The parameter “trade identity” negatively correlates with such parameters of deformation as: «professional aggression» (p=0,045) and “anxiety” (p=0,043). Thus, the higher “trade identity”, the risk of the development of “aggression” and “anxiety” is less expressed.

The correlation analysis of identity parameters and the scales of the “LOR”questionnaire has revealed, that “trade identity” positively correlates with such scale as “domination” (p=0,002), “self-acceptance” (p=0,009), “responsibility” (p=0,018), “tolerance” (p=0,026), “ability to the status” (p=0,033), “achievement through submission” (p=0,034), “achievement through independence” p=0,037), “independence” (p. =, 046) (table 3).

Table 3. Coefficients of correlation of characteristics of professional identity and "LOR".

Scales	trade identity	professional group identity	self-identity
Domination	0, 364**	0, 070	0, 232*
Ability to the status	0, 241*	-0, 009	0, 123
Self-acceptance	0, 307**	-0, 032	0, 150
Independence	0, 221*	0, 111	0, 091
Responsibility	0, 273*	0, 131	0, 166
Tolerance	0, 254*	0, 058	0, 181
Achievement through submission	0, 240*	-0, 079	0, 076
Achievement through independence	0, 234*	0, 203	0, 210

** p<0.001, * p<0.05

The presence of positive connection can testify to that, these features within the limits of average values can act as necessary to develop the trade identity. The trade identity is most connected to "professional authoritativeness" (scales "domination", "tolerance", "ability to the status") and "conservatism" (scales "responsibility", "achievement through submission", "achievement through independence"). The parameter "self-identity" also positively correlates with a scale "domination" (p=0,039).

Thus, increasing of the professional group identity creates the probability of development of "super control". Decreasing of the trade identity and the self-identity increases risk of development of such deformation as "learned helplessness", "professional aggression" and "anxiety". The professional identity is more connected to such professional deformations as "authoritativeness" and "conservatism".

V. CONCLUSION

The study of the professional identity of police officers has revealed prevalence of high and average level of the trade identity and the self-identity, low values was not revealed, and the level of the professional group identity is lower then others. The research has shown absence of highly expressed professional deformations of police officers. It is necessary to note higher level of such deformations as "authoritativeness" and "super control", but "behavioural transfer" and "learned helplessness" are less expressed.

The revealed interrelations show, that higher "professional identity", the displays of "authoritativeness" and "conservatism" are higher, and decreasing of "trade identity" and "self-identity" increases risk of development of such deformations as "learned helplessness", "professional aggression" and "anxiety", and the higher the professional group identity, "super control" increases,

To confirm the received data and to reveal a typology on the basis of the interrelations it's necessary to carry out the additional research with more participants, and to complete the author's questionnaire with the purpose of exception of an opportunity of socially desirable answers.

The given results are of great importance for development of the program of psychological support of police officers, for development of their professional identity and preventive maintenance of professional deformations.

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